Work-From-Home: Present and Post COVID-19 Work Trends – What's Emerging?

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Abstract

With continuous technological advancements and industrial revolutions, well before COVID-19, the world changed and shifted rapidly. Now the pandemic has just speeded up this process. In tandem with these developments, work environments have also faced new revolutions at an unprecedented pace with the work from home (WFH) concept turning out to be one of the most suitable flexible work arrangements, especially during the worldwide lockdowns due to the COVID-19 outbreak requiring a drastic change and adaptation to the new ways of working. Organizations are tweaking their technology and ability to work, reinvent their workplace, and lead more than ever. In conjunction with it, this research discusses the hard jump-start organizations faced to implement the WFH concept during the lockdowns. It also explains the faith in the existing physical work environments and how will they be managed to form a healthier workplace in the future. Besides, most employees had a boundary between home and work domains for many years. It was all about personal life after work, or, work matters after home. However, the rapidly evolving technologies and recent changes in work practices have extended their impact on employees' work-life boundary management. Today, it's a change of juggling life and work from managing life after work, where employees are living and working together. The WFH individuals are facing difficulties to balance their commitments in both work and family domains simultaneously. This state undoubtedly leads to unprecedented issues. Hence, this research recommends work-life integration as an ideal way for employees to manage their work-life demands while working from home. Considering all the changes, WFH will no longer be seen as a temporary solution for or during the pandemic but is expected to stay and become a (new) norm of organizations for the long run redefining the nature and future of jobs with continuous change and adaptation as its core.

Keywords: work-from-home, work-life integration, work-life boundary, work-life demands, future of work, covid-19